

# **NIDDK Workshop - New and Minority Research Investigators**

**Topic: “*Developing Mentoring Skills*”**

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## Developing Mentoring Skills

Quotation\*: “The mentor relationship appears to be the single most important parameter to ultimate success and independence”

\*1) Ledley FD and Lovejoy F: Pediatrics  
1993;92:436-441.

2) Cadman EC: Ann. Int. Medicine  
1994;120:401-410.

# Developing Mentoring Skills

## Past role of mentor:

- decision to enter medicine/graduate school
- as medical/graduate student decision of specialty/postdoctoral experience
- ultimate influence in becoming a physician/scientist

# Developing Mentoring Skills

What are the positive characteristics of mentorship?

- provides unique expertise/environment
- allows trainee to aim toward independence
- ongoing input/counsel
- trainee's career comes first
- good role model
- comfort level with mentor

# Developing Mentoring Skills

What are the negative factors in mentorship?

- academic position
- current funding/protected time
- advocacy in clinical sector
- “bad” experience with previous mentors
- “poor” track record
- availability

# Developing Mentoring Skills

## Key factors in selection:

- identify area of interest
- adequate time to select mentors
- “check out” track record
- “gut” feeling